

# Washington State Human Rights Commission



## HEADQUARTERS

711 South Capitol Way, Suite 402  
P.O. Box 42490  
Olympia, Washington 98504-2490  
360-753-6770

## Vancouver

312 SE Stonemill Drive, Suite 120  
Vancouver, WA 98684-3508

## Spokane

Rock Pointe Plaza III  
1330 North Washington Street, Suite 2460  
Spokane, Washington 99201

## Yakima

15 W. Yakima Avenue, Suite 100  
Yakima, WA 98902

## WEBSITE

[www.hum.wa.gov](http://www.hum.wa.gov)

## TOLL FREE TELEPHONE NUMBER

1-800-233-3247

## TTY

1-800-300-7525

*Se habla español.*

*To obtain this publication in alternate format,  
please contact the Headquarters office.*



## Welcome to The Washington State Human Rights Commission

**Sexual Orientation &  
Gender Identity**

**Discrimination is  
Prohibited under  
Washington State Law**

**Discrimination based on  
sexual orientation and gender  
identity is illegal in  
employment, housing, public  
accommodation, credit,  
lending and insurance.**

Revised Code of Washington (RCW) Chapter 49.60 is known as the Washington Law Against Discrimination. RCW 49.60.040(15) protects people against discrimination based on the following:

- **Heterosexuality**, which is attraction to people of the opposite gender.
- **Homosexuality**, which is attraction to people of the same gender.
- **Bisexuality**, which is attraction to people of either gender.
- **Gender Expression or Identity**, which is an expression or appearance different from a person's birth sex (e.g. a Male to Female or a Female to Male transgender person).

Established in 1949 by the Washington State Legislature, the Washington State Human Rights Commission (WSHRC) administers and enforces the Washington Law Against Discrimination (WLAD), Chapter 49.60 of the Revised Code of Washington (RCW).



### **Illegal discrimination based on sexual orientation or gender identity includes:**

- Refusal to Hire
- Firing you or forcing you to quit or retire
- Harassment
- Refusal to use appropriate name or pronoun
- Unequal terms, conditions or privileges of employment
- Refusal to allow entrance to a place of public accommodation
- Unequal terms in credit or lending
- Refusal to sell, show, or rent in housing and real estate transactions

**If you feel you have experienced discrimination based on sexual orientation or gender identity, please contact the Washington State Human Rights Commission at:**

**1-800-233-3247 VOICE**  
**1-800-300-7525 TTY**

Language interpreters are available. Accommodations to people with disabilities will be made.

The Washington Law Against Discrimination (WLAD) prohibits discrimination on the basis of race, color, national origin, creed, sex, sexual orientation and gender identity, marital status, age (40+ and in employment only), the presence of any sensory, mental, or physical disability, HIV or Hepatitis C status, families with children status (in housing only), and the use of a trained dog guide or service animal by a disabled person.



### **Complainant Process**

Everyone has an obligation to comply with the law and a right to seek redress when harm occurs. Complaints alleging violations of RCW 49.60 must be filed within six months of the date of harm; in housing, complaints must be filed within one year; and in Whistleblower complaints, within two years. Complaints may be resolved during an investigation subject to agreement between the parties and the WSHRC. To obtain additional information about the complaint process, visit our website or contact one of our offices to speak with an intake officer.